

GOVERNMENT OF THE DISTRICT OF COLUMBIA
D.C. Department of Human Resources

District Personnel Manual Issuance System

This instruction should be filed
behind the divider for Part III of
DPM Chapter(s) 11B

DPM Instruction No. 11B-56

SUBJECT: Setting-Pay Provisions for Positions Paid
under *OPEN RANGE* Salary Schedules

Date: May 23, 2007

PURPOSE AND APPLICABILITY

This instruction informs agencies of the pay-setting provisions they are to follow for appointments (new and otherwise) to positions paid under the three (3) open range salary schedules (see *Definitions*, page 3) described below, to include:

- Appointments at grade levels CS-15 and above to non-union positions in the Career Service;
- Appointments to positions in the Excepted Service;
- Appointments to positions in the Management Supervisory Service; and
- Movements from salary or rate schedules with steps, to open range salary schedules.

OPEN RANGE SALARY SCHEDULES

- *Career Service Open Range Salary Schedule for Grade Level 15 and above within the Non-Union General Career Service Schedule ("Non-Union General CS Schedule")*
- *Excepted Service Open Range Salary Schedule ("ES Schedule")*
- *MSS Open Range Salary Schedule ("MS Schedule")*

PAY-SETTING PROVISIONS FOR OPEN RANGE SALARY SCHEDULES

ISSUE	PAY-SETTING POLICY
New (Initial) Appointment with District government	<p>The rate of pay of "new hires" normally will be set at the minimum rate of the range for the <i>grade</i> or <i>pay level</i> for the position.</p> <p>Agencies may set the initial pay at any amount <u>up to the representative rate</u> of the <i>grade</i> or <i>pay level</i> for the position, which in the case of open range schedules is the midpoint range. The following should be considered when setting the</p>

NOTE: DPM instructions that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions. [See DPM Chapter 2, Part II, Subpart I, § 1.3]

Inquiries: Compensation, Classification and Benefits Administration, DCHR (202) 442-9700

Distribution: Heads of Departments and Agencies, HR Advisors and DPM Subscribers

Retain Until Superseded

PAY-SETTING PROVISIONS FOR OPEN RANGE SALARY SCHEDULES *(Continued)*

ISSUE	PAY-SETTING POLICY
New (Initial) Appointment with District government	<p>(cont.) rate of pay for initial appointments:</p> <ul style="list-style-type: none"> • Applicant's current salary (proof required); • Skill sets the applicants bring to the job in addition to minimum qualifications; • Effect on agency budget and budget limitations; • Market value of the position; or • Compensation internal relationships (salary of new hire compared to others in the agency). <p>In extraordinary circumstances, an agency may request that the personnel authority approve a salary above the representative rate for open range salary schedules. Before any agency decides to request placement of a new hire at any rate above the representative rate, the agency should submit to DCHR the following information:</p> <ul style="list-style-type: none"> • Applicant's current salary (proof required); • Documentation of applicant's expertise/specialized skills; • Effect on agency budget; • Documentation that the position is designated as hard- to-fill; • Recruitment plans and proof of recruitment efforts; • Market value analysis of the position; or • Analysis of the proposed compensation to other internal pay relationships of the agency. <p>Such requests <u>must</u> include: a copy of the candidate's D.C. 2000 – Employment Application; written justification; position description; <u>and</u> any other supporting documentation justifying the rate of pay requested.</p>
Promotion	<p>At the discretion of the personnel authority, the rate of pay of an employee promoted within or to an open range salary schedule will be set by adding <u>10%</u> to the employee's current rate of basic pay.</p>

PAY-SETTING PROVISIONS FOR OPEN RANGE SALARY SCHEDULES (Continued)

ISSUE	PAY-SETTING POLICY
Change to Lower Grade (Demotion) – Non-Disciplinary Reasons	There will be <u>no change</u> to the rate of pay of an employee upon a change to lower grade for non-disciplinary reasons; <u>provided</u> that the employee's current salary is within the range of pay for the new (lower) grade or pay level. If the employee's current salary is <u>over</u> or at the <u>maximum rate</u> for the new (lower) grade or pay level, the rate of pay will be set at the maximum rate for the new (lower) grade or pay level.
Change to Lower Grade (Demotion) – Disciplinary Reasons/Performance	The rate of pay of an employee changed to a lower grade for disciplinary/performance reasons will be set at an amount 10% lower than the employee's current rate but in no case lower than the minimum nor higher than the maximum of the new rate range.
Reassignment	There will be <u>no change</u> to the rate of pay of an employee upon reassignment.
Reclassification*	<p>Reclassification to Lower Grade/Pay Level Position: The rate of pay of an employee whose position is reclassified to a <u>lower grade or pay level</u> will be set in the new grade range at an amount nearest his/her current rate but in no case lower than the minimum nor higher than the maximum of the new rate range.</p> <p>Reclassification to Higher Grade/Pay Level Position: The rate of pay of an employee whose position is reclassified to a higher grade or pay level will in the new rate range at an amount nearest his/her current rate but in no case lower than the minimum nor higher than the maximum of the range of the new grade.</p>

** The pay-setting policy in this instruction for the term "Reclassification" is to be used for positions on the open range salary schedule only.*

DEFINITIONS

For the purposes of this instruction, the following terms have the meaning ascribed:

- **Appointment** – initial (new) appointment with the District government; reassignment; change to lower grade; promotion; or transfer action.

- **Change to lower grade** – (1) the change of an employee to a lower grade when both the old and new positions are under the same salary/rate schedule; or (2) the change of an employee to a position in a different salary/rate schedule with a lower representative rate.
- **Market-salary analysis** – an analysis of the pay levels for similar work paid by other employers within the market area. This analysis is often used to help determine the salary of a particular District government position.
- **Open range salary schedule** – A pay schedule where each pay/grade level of a salary schedule has an open range with no steps, only a “minimum,” “midpoint,” and “maximum” as reference points of the range.
- **Personnel authority** – an individual or entity with the authority to administer all or part of a personnel management program. The Director of the D.C. Department of Human Resources is delegated the Mayor’s personnel authority over subordinate agencies.
- **Promotion** – (1) the change of an employee to a position at a higher grade level within the same job classification system and salary/rate schedule; or (2) the change of an employee to a position in a different salary/rate schedule with a higher representative rate.
- **Rate of basic pay** – the pay rate fixed by law, Wage Order, or Mayor’s Order for the position held by an employee before any deductions and excluding additional pay of any kind, except as otherwise provided.
- **Reassignment** – the change of an employee from one position to another position with the same (exact) representative rate.
- **Reclassification** – a change in title, series, or grade of a position resulting from either planned management action or accretion of duties.
- **Representative rate** – the rate used to determine the nature of a job change when the job change involves *different salary or rate schedules*. Specifically, the representative rate is used to determine if the job change is a promotion, change to lower grade, or reassignment, by comparing the representative rates of the salary/rate schedules involved in the job change. The representative rates for the various salary and rate schedules are as follows:
 - The *4th step* for salary schedules with *10 steps*;
 - The *3rd step* for rate schedules with *6 steps*; and
 - The *midpoint range* for *open range salary schedules*.
- **Salary compression** – pay differentials too small to be considered equitable. The term may apply to differences between (1) the pay of supervisors and subordinates; (2) the pay of experienced and newly hired incumbents of the same position (job); or (3) pay-range midpoints in successive job grades/pay levels.

- **Subordinate agency** – an agency under the direct administrative control of the Mayor (for the list of subordinate agencies, *see* D.C. Official Code § 1-603.01 (17)) (2001).


Brender L. Gregory
Director

Attachments:

No. 1 – Examples

No. 2 – Salary/Rate Schedules (3)

EXAMPLES

Example No. 1 –

This is an action moving a Career Service non-union employee in a position at grade level CS-11, to a Management Supervisory Service (MSS) position at grade level MS-11:

(1) Employee's Rate of Basic Pay at Grade Level CS-12:	\$52,067 (Step 3)
(2) Nature of Job Change (determined by comparing the representative rate for grade CS-11 in the <i>Non-Union General CS Schedule</i> , and the representative rate for grade MS-11 in the <i>MS Schedule</i>): <u>Representative Rate</u> for non-union CS-11 positions (4 th step) = \$53,639 <u>Representative Rate</u> for MS-11 positions (midpoint range) = \$68,088	Job Change = Promotion
(3) Employee's Rate of Basic Pay at Grade Level MS-11: Because the nature of the job change is a <i>Promotion</i> , the salary is set by adding 10% to the employee's rate of basic pay at grade level CS-11: $\$52,067 + \$5,207 = \$57,274$	\$57,274

Example No. 2 –

This is an action moving a MSS employee in a position at grade level MS-13, to another MSS position at grade level MS-14:

(1) Employee's Rate of Basic Pay at Grade Level MS-13:	\$107,794
(2) Nature of Job Change	Promotion (movement within the same salary schedule)
(3) Employee's Rate of Basic Pat at Grade Level MS-14: Because the nature of the job change is a <i>Promotion</i> , the salary is set by <u>adding 10%</u> to the employee's rate of basic pay at grade level MS-13: $\$107,794 + \$10,779.40 = \$118,573$	\$118,573

Example No. 3 –

This is an action moving a MSS employee in a position at grade level MS-15 level, to an Excepted Service position at pay level ES-9:

(1) Employee's Rate of Basic Pay at Grade Level MS-15:	\$104,000
(2) Nature of Job Change (determined by comparing the representative rate for grade MS-15 in the <i>MS Schedule</i> , and the representative rate for pay level ES-9 in the <i>ES Schedule</i>): <u>Representative Rate</u> for MS-15 positions (midpoint range) = \$117,942 <u>Representative Rate</u> for ES-9 positions (midpoint range) = \$115,875	Job Change = *Change to Lower Grade [Non-Disciplinary Reasons]
(3) Employee's Rate of Basic Pay at Pay Level ES-9: <u>No change</u> Because the nature of the job change is a <i>Change to Lower Grade for Non-Disciplinary Reasons</i> , and the employee's current salary is within the range of pay for the new (lower) pay level, there will be <u>no change</u> to the employee's rate of basic pay at pay level ES-9.	\$104,000

* When processing the personnel action, the appropriate *nature of action* to be used is "Conversion to Excepted Appointment."

Example No. 4 –

This is an action moving a MSS employee in a position at grade level MS-11, to an Excepted Service position at pay level ES-5:

(1) Employee's Rate of Basic Pay at Grade Level MS-11:	\$79,436
(2) Nature of Job Change (determined by comparing the representative rate for an MS-11 in the <i>MS Schedule</i> , and the representative rate for an ES-11 in the <i>ES Schedule</i>): <u>Representative Rate</u> for MS-11 positions (midpoint range) = \$68,088 <u>Representative Rate</u> for ES-5 positions (midpoint range) = \$64,375	Job Change = *Change to Lower Grade [Non-Disciplinary Reasons]
(3) Employee's Rate of Basic Pay at Pay Level ES-5: Because the nature of the job change is a <i>Change to Lower Grade for Non-Disciplinary Reasons</i> , and the employee's current salary is <u>over</u> the maximum range of pay for the new (lower) grade, the rate of pay will be set at \$77,250, the <u>maximum</u> range for the ES-5.	\$77,250

* When processing the personnel action, the appropriate *nature of action* to be used is "Conversion to Management Supervisory Service Appointment."

Example No. 5 –

This is an action moving a Career Service employee in a position at grade level CS-14, to another Career Service position at grade level CS-15/16:

(1) Employee's Rate of Basic Pay at Grade Level CS-14:	\$103,560 (Step 9)
(2) Nature of Job Change (determined by comparing the representative rate for grade CS-14 and the representative rate for grades CS-15/16 in the <i>Non-Union General CS Schedule</i>): <u>Representative Rate</u> for CS-14 positions (step 4) = \$90,350 <u>Representative Rate</u> for CS-15/16 positions (midpoint range) = \$108,895	Job Change = Promotion
(3) Employee's Rate of Basic Pay at Grade Level CS-15/16: Because the nature of the job change is a <i>Promotion</i> , the salary is set by <u>adding 10%</u> to the employee's rate of basic pay at grade level CS-14: $\$103,560 + \$10,356 = \$113,916$	\$113,916

Example No. 6 –

This is an action reassignment/transfer of an employee in a MSS position at grade level MS-12, to another MSS position at grade level MS-12:

(1) Employee's Rate of Basic Pay at Grade Level MS-12:	\$70,000
(2) Nature of Job Change	Job Change = Reassignment/transfer to position of same Grade level
(3) Employee's Rate of Basic Pay at Grade Level MS-12: Since this is a reassignment/transfer to another position with the same grade (comparable internal worth), no salary increase is given.	\$70,000

Example No. 7 –

This is an action moving an Excepted Service employee in a position at pay level ES-9, to another Excepted Service position at pay level ES-8:

(1) Employee's Rate of Basic Pay at Pay Level ES-9:	\$115,600
(2) Nature of Job Change	Change to Lower Grade [Non-Disciplinary Reasons] (movement within the same salary schedule)
(3) Employee's Rate of Basic Pay at Pay Level ES-8: <u>No change</u> Because the nature of the job change is a <i>Change to Lower Grade for Non-Disciplinary Reasons</i> , and the employee's salary is within the range for the new (lower) pay level, there will be no change to the employee's rate of basic pay at the pay level ES-8.	\$115,600

Example No. 8 –

This is an action moving a Career Service (union) employee in a CS-14 grade level, to a MSS position at a MS-13 grade level:

(1) Employee's Rate of Basic Pay at Grade Level CS-14:	\$106,196 (Step 10)
(2) Nature of Job Change (determined by comparing the representative rate for grade CS-14 in the <i>Union Professional & Scientific CS Schedule</i> , and the representative rate for grade MS-13 in the <i>MS Schedule</i>): <u>Representative Rate</u> for union CS-14 position (professional & scientific salary schedule (step 4) = \$90,350 <u>Representative Rate</u> for MS-13 positions (midpoint range) = \$92,395	Job Change = Promotion
(3) Employee's Rate of Basic Pay at Grade Level MS-13: The nature of the job change in this case is a <i>Promotion</i> ; however, the employee's rate of basic pay at grade level MS-13 must be set at \$107,794 , which is the <u>maximum rate for a MS-13 position</u> . Adding 10% to the employee's salary at the CS-14 would take the salary over the maximum rate of pay for a MS-13 position ($\$106,196 + \$10,619.60 = \underline{\$116,815.60}$).	\$107,794

Example No. 9 –

This is an action moving a MSS employee in a position at grade level MS-15, to another MSS position at grade level MS-14:

(1) Employee's Rate of Basic Pay at Grade Level MS-15:	\$137,599
(2) Nature of Job Change	Change to Lower Grade [Disciplinary Reasons/Performance] (movement within the same salary schedule)
(3) Employee's Rate of Basic Pay at Grade Level MS-14: The nature of the job change is a <i>Change to Lower Grade for Disciplinary Reasons/Performance</i> . Therefore, the employee's Salary would be reduced by 10% and placed on the MS-14 salary schedule at \$123,839. $\$137,599 - \$13,759.90 = \$123,839$	\$123,839

Example No. 10 –

This is a reclassification action moving a MSS employee from a position at grade level MS-15 to a position at grade level MS-16:

(1) Employee's Rate of Basic Pay at Grade Level MS-15:	\$98,285*
(2) Nature of Job Change	Reclassification to Higher-Graded Position
(3) Employee's Rate of Basic Pay at Grade Level MS-16: The employee's rate of basic pay at grade level MS-16 will be set at \$109,062 , which is the <u>minimum rate</u> of pay for that grade.	\$109,062

*\$98,285 is the minimum rate for a MS-15 position.

Example No. 11 –

This is a reclassification action moving a MSS employee from a position at grade level MS-12 to a position at grade level MS-13:

(1) Employee's Rate of Basic Pay at Pay Level MS-12:	\$80,000
(2) Nature of Job Change	Reclassification to Higher-Graded Position
(3) Employee's Rate of Basic Pay at Pay Level MS-13: Since the pay range for the MS-13 encompasses the employee's current salary, the pay remains unchanged for the employee.	\$80,000

Example No. 12 –

This is an initial appointment placing an employee from the private sector to a position at the grade level MS-13 above the minimum range but less than the representative rate.

(1) Employee's Rate of Basic Pay at the Outside (XYZ Co.)	\$80,500
(2) Nature of Job Action.	Initial Appointment
(3) Employee's Rate of Basic Pay at Grade Level MS-13: Because the appointee is currently earning over the MS-13 minimum of \$76,996 and comes to the job with above minimum training and experience, the agency director can exercise his or her discretion to place the employee's salary at any rate up to the representative rate of the grade. The agency director would also need to review the appointee's salary in comparison to the current salaries of existing agency employees to ensure that the salary would not cause internal alignment/equity problems. In this example, the agency director decided to approve placement of the salary at 5% higher than the new employee's current salary. The representative rate (range midpoint) of MS-13 is \$92,395; therefore, the initial pay of \$84,525 is within policy and appropriate. $\\$80,500 + 4,025 = \\$84,525$	\$84,525

Example No. 13 -

This is an initial appointment to a MSS position at the grade 13 in which the hiring agency sought and was granted approval by the Director of Human Resources to place a new employee's salary above the representative rate based on the extraordinary needs of the agency and/or the individual's extraordinary qualifications and value to the District government.

(1)Employee's Rate of Basic Pay at Current Outside Job (John Doe Corp.)	\$93,000
(2) Nature of the job action.	Initial Appointment
<p>(3) New Employee's Basic Rate of Pay At Grade MS-13:</p> <p>An initial appointment to a position above the grade's representative rate requires approval of the Director of Human Resources, and this approval is granted in very unusual cases such as where recruiting is difficult, turnover is unacceptably high, and the employee's skills are critical to the District government.</p> <p>In this example: R. A. Wizard has a Ph. D. and three times the experience required to qualify for the job and twice that of any other person hired into this job class within the past several years. He is one of only three persons not yet retired who possess the skills required to make needed adjustments to the software package currently used to operate the City's public safety communications systems.</p> <p>The agency has been recruiting for this position for seven months during which time no other qualified applicants were identified despite the agency conducting specialized recruitment to attract qualified candidates for the position. The position was deemed hard-to-fill due to the difficulty in finding qualified applicants.</p> <p>Mr. Wizard has agreed to accept the position for a salary of \$96,720, 4% above his current salary of \$93,000. The representative rate for a MS-13 is \$92,395.</p>	\$96,760

District of Columbia Government Salary Schedule: Career Service (General)



Fiscal Year: 2007
Effective Date: October 1, 2006
Union/Nonunion: Non-union
Service Code Definition: Career Service (General)
Affected CBU/Service Code(s): XAA A01, XAA A06, XAA A90, XAA A93, XAA C88, XAA A03, XAA A15, XAA A22, DOC A01, DOC A06, DOC A15, XAA A10, XAB A10
Pay Plan/Schedule: CS
Peoplesoft: DS0087
% Increase: 3%
Resolution Number: R 16-703
Date of Resolution: July 11, 2006

Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
1	\$20,567	\$21,258	\$21,948	\$22,638	\$23,329	\$24,019	\$24,709	\$25,399	\$26,090	\$26,780	\$690
2	\$22,146	\$22,922	\$23,698	\$24,474	\$25,250	\$26,026	\$26,802	\$27,578	\$28,354	\$29,130	\$776
3	\$24,139	\$24,976	\$25,813	\$26,650	\$27,487	\$28,324	\$29,161	\$29,998	\$30,835	\$31,672	\$837
4	\$25,315	\$26,175	\$27,035	\$27,895	\$28,755	\$29,615	\$30,475	\$31,335	\$32,195	\$33,055	\$860
5	\$27,376	\$28,330	\$29,284	\$30,238	\$31,192	\$32,146	\$33,100	\$34,054	\$35,008	\$35,962	\$954
6	\$30,332	\$31,390	\$32,448	\$33,506	\$34,564	\$35,622	\$36,680	\$37,738	\$38,796	\$39,854	\$1,058
7	\$33,614	\$34,782	\$35,950	\$37,118	\$38,286	\$39,454	\$40,622	\$41,790	\$42,958	\$44,126	\$1,168
8	\$36,918	\$38,093	\$39,268	\$40,443	\$41,618	\$42,793	\$43,968	\$45,143	\$46,318	\$47,493	\$1,175
9	\$40,603	\$41,901	\$43,199	\$44,497	\$45,795	\$47,093	\$48,391	\$49,689	\$50,987	\$52,285	\$1,298
10	\$44,546	\$45,974	\$47,402	\$48,830	\$50,258	\$51,686	\$53,114	\$54,542	\$55,970	\$57,398	\$1,428
11	\$48,923	\$50,495	\$52,067	\$53,639	\$55,211	\$56,783	\$58,355	\$59,927	\$61,499	\$63,071	\$1,572
12	\$60,538	\$62,415	\$64,292	\$66,169	\$68,046	\$69,923	\$71,800	\$73,677	\$75,554	\$77,431	\$1,877
13	\$69,741	\$71,977	\$74,213	\$76,449	\$78,685	\$80,921	\$83,157	\$85,393	\$87,629	\$89,865	\$2,236
14	\$82,424	\$85,066	\$87,708	\$90,350	\$92,992	\$95,634	\$98,276	\$100,918	\$103,560	\$106,202	\$2,642
	MINIMUM				MIDPOINT				MAXIMUM		
15/16	\$90,321				\$108,895				\$127,468 OPEN RANGE		
17/18	\$109,497				\$136,982				\$164,467 OPEN RANGE		

District of Columbia Government Salary Schedule: Management Supervisory Service (MS)

Fiscal Year: 2007 **Service Code Definition:** MS/Management Supervisory Service

Effective Date: October 1, 2006

Union/Nonunion: Non-union **Affected CBU/Service Code(s):** MSS A51, MSS A53, MSS A58, MSS A65, XAA A51

Pay Plan/Schedule: MS
Peoplesoft Schedule: DS0086

% Increase: 3%

Resolution Number: R 16-703

Date of Resolution: July 11, 2006

GRADE	MINIMUM	MIDPOINT	MAXIMUM
11	\$56,740	\$68,088	\$79,436
12	\$66,953	\$80,343	\$93,734
13	\$76,996	\$92,395	\$107,794
14	\$88,545	\$106,254	\$123,963
15	\$98,285	\$117,942	\$137,599
16	\$109,062	\$130,874	\$152,686

District of Columbia Salary Schedule: Excepted Service Schedule

Fiscal Year: 2007

Effective Date: October 1, 2006

CBU/Service Code: XAA A40, XAA A80

Union/Non-union: Non-union

Pay Plan Schedule: ES

Peoplesoft Plan: XS0001

Percentage Increase: 3%

Resolution Number: R 16-703

Date of Resolution: July 11, 2006

Serv Code Definition: Excepted Service Schedule

Grade	Minimum	Midpoint	Maximum
ES1	\$29,870	\$37,338	\$44,805
ES2	\$36,050	\$45,063	\$54,075
ES3	\$41,200	\$51,500	\$61,800
ES4	\$46,350	\$57,938	\$69,525
ES5	\$51,500	\$64,375	\$77,250
ES6	\$58,710	\$73,388	\$88,065
ES7	\$72,100	\$90,125	\$108,150
ES8	\$82,400	\$103,000	\$123,600
ES9	\$92,700	\$115,875	\$139,050
ES10	\$103,000	\$128,750	\$154,500
ES11	\$128,750	\$160,938	\$193,125

Allocation Strategy

ES Grade	CS Grade
ES1	5/6
ES2	7/8
ES3	9
ES4	G10
ES5	G11
ES6	G12
ES7	G13
ES8	G14/15
ES9	G15/16
ES10	G16/17
ES11	G18

District of Columbia Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2007 Occupational Group(s): PROFESSIONAL AND SCIENTIFIC

Effective Date: October 1, 2006 Service Codes:

Union/Nonunion: Union Job Series: See Below

Pay Plan Schedule: CS
Peoplesoft Salary Plan: DS0077
Schedule ID: X01

% Increase: 3%

Resolution Number: PR16-904

Grades: 9 through 14 September 19, 2006

0018 Safety and Occupational Health Specialist	0660 Pharmacist	1169 Revenue Officer
0020 Community Planner	0665 Speech and Language Specialist	1171 Assessor
0028 Environmental Protection Specialist	0685 Public Health Analyst	1301 Environmental Specialist
0072 Fingerprint Specialist (Gr. 9 & above)	0690 Industrial Hygienist	1306 Health Physicist
0101 Human Service Specialist (Gr. 11 & above)	0801 Engineer	1320 Chemist
0105 Social Insurance Specialist	0804 Fire Protection Engineer	1382 Food Technologist
0110 Financial Economist	0808 Architect	1410 Librarian
0132 Intelligence Research Specialist	0810 Civil Engineer	1420 Archivist
0142 Manpower Development Specialist (Gr. 11 & above)	0819 Environmental Engineer	1510 Actuary
0170 Historic Preservation Specialist	0828 Construction Analyst	1515 Operations Research Analyst
0187 Social Work Associate (Gr. 9 & above)	0830 Mechanical Engineer	1530 Statistician
0243 Apprentice and Training Representative (Gr. 9 & above)	0850 Electrical Engineer	1701 Early Childhood Education Specialist
0249 Wage and Hour Compliance Specialist	0901 Legal Administrative Specialist	1710 Educational Specialist
0301 Administration and Program Specialist (Gr. 9 & above)	0904 Law Clerk	1712 Training Instructor
0334 Computer Specialist (Gr. 9 & above)	0930 Hearing Examiner	1715 Vocational Rehabilitation Specialist
0342 Support Service Specialist (Gr. 9 & above)	0950 Paralegal Specialist (Grade 12)	1725 Public Health Educator
0343 Management/Program Analyst	0963 Legal Instruments Examiner (Grade 10 & above)	1801 Program Compliance Technician (Gr. 12 & above)
0346 Logistics Management Specialist	0990 Retirement Examiner	1802 Compliance Inspector (Gr. 12 & above)
0360 Equal Opportunity Specialist	0991 Workers Comp Claims Examiner (Grade 9+)	1810 Investigator Specialist (Gr. 12 & above)
0401 Biologist	0993 Social Insurance Claim Examiner	2101 Transportation Specialist
0414 Entomologist	0994 Unemploy Comp Claims Examiner	2125 Highway Safety Specialist
0482 Fisheries Biologist	1001 Media Programmer (Gr. 11 & above)	2210 Information Technology Specialist
0501 Financial/Accounting/Budget Specialist	1035 Public Affairs Specialist	5313 Elevator Inspector
0510 Accountant	1071 Video Production Specialist (Gr. 12 & above)	
0511 Auditor	1084 Visual Information Specialist	
0512 Tax Auditor	1101 Business/Industry Specialist (Gr. 12 & above)	
0526 Tax Technician	1102 Contract Specialist	
0560 Budget Analyst	1104 Property Disposal Specialist	
0601 Health/Medical Specialist	1163 Insurance Examiner (Gr. 12 & above)	
0630 Public Health Nutritionist	1165 Loan Specialist	

Note: Actual series titles may differ by agency

District of Columbia Salary Schedule: Comp Unit 1 & 2 (Union)



Fiscal Year: 2007 Occupational Group(s): PROFESSIONAL AND SCIENTIFIC

Effective Date: October 1, 2006 Service Codes:

Union/Nonunion: Union Job Series: See additional sheet

Pay Plan Schedule: CS
Peoplesoft Salary Plan: DS0077
Schedule ID: X01

% Increase: 3%

Resolution Number: PR16-904

Date of Resolution: September 19, 2006

	Grade	1	2	3	4	Step 5	6	7	8	9	10	Between Steps
FY2007 - Oct 1, 2006		3%										
	09	\$40,603	\$41,901	\$43,199	\$44,497	\$45,795	\$47,093	\$48,391	\$49,689	\$50,987	\$52,285	\$1,298
	10	\$44,543	\$45,972	\$47,401	\$48,830	\$50,259	\$51,688	\$53,117	\$54,546	\$55,975	\$57,404	\$1,429
	11	\$48,920	\$50,493	\$52,066	\$53,639	\$55,212	\$56,785	\$58,358	\$59,931	\$61,504	\$63,077	\$1,573
	12	\$60,535	\$62,413	\$64,291	\$66,169	\$68,047	\$69,925	\$71,803	\$73,681	\$75,559	\$77,437	\$1,878
	13	\$69,741	\$71,977	\$74,213	\$76,449	\$78,685	\$80,921	\$83,157	\$85,393	\$87,629	\$89,865	\$2,236
	14	\$82,427	\$85,068	\$87,709	\$90,350	\$92,991	\$95,632	\$98,273	\$100,914	\$103,555	\$106,196	\$2,641